



Michaela Beech
The Pipeline Graduate 2019

Leadership Summit

Helping women break into the Executive Family



**STRENGTH
THROUGH
DIVERSITY**

This programme is for organisations who want to build a sustainable pipeline of female talent, but find that far too many women of high potential languish in middle management and are not getting into executive roles.

Suitable participants are women in 'middle management' and whose employers believe they have the potential to undertake an executive role. Individual candidates must be open to future promotion even if they do not currently feel fully equipped or confident.

This three day programme will give participants the knowledge and skills needed to progress into executive and leadership roles as quickly as possible.

BENEFITS FOR ORGANISATIONS

Equipping organisations with the tools they need to develop their female talent

Mixed teams are better and more profitable. Therefore, managers need to become as brilliant at developing female talent as there are at developing male talent. At The Pipeline, we know that the fastest way to achieve gender diversity in organisations is by investing in the women you already have. These are just some of the outcomes participation in the Leadership Summit could bring to your organisation:

- Better business results with greater gender diversity
- Increased female retention through better all-round relationships
- More women to select from when compiling short lists for senior roles
- Improved organisational performance as participants apply insights gained from contributors and peers
- Increased employer attraction to millennials/ Generation Z seeking greater gender diversity

BENEFITS FOR PARTICIPANTS

Access career enhancing skills and a ready-made network of supporters

This programme will further the development of existing skill sets, harness potential and deepen professional understanding so that women can progress to executive and leadership roles as quickly as possible. This course offers invaluable outcomes for participations, including:

- A personalised career plan with check points to review progress
- High profile role models in an intimate setting
- A unique mix of rigorous research, practical application and personalised roadmaps
- Women with successful careers bringing their experience of how to overcome the barriers women face
- A supportive community and great network - become part of The Pipeline family

INDIVIDUAL EXPLORATION

- One-to-one session with a performance coach so that individual executives can explore in confidence their feedback and areas they are finding challenging

Teaching Faculty



Margaret McDonagh is co-founder of The Pipeline and an experienced NED including Standard Life PLC and Abertis Global Airports. Margaret is the Chairperson of OREF and member of the House of Lords.



Lorna Fitzsimons is co-founder of The Pipeline and is a trusted advisor to big cap companies and Whitehall on diversity and inclusion. She is also a LEP member for Greater Manchester.



Michelle Emmerson is Managing Director of GENIE. She is a senior HR practitioner (FCIPD) who has worked at Board level in Global HRD roles at EMI, BBC Worldwide and ASOS, and as CEO of Walpole.



Lynn Blades is an experienced executive business coach and psychologist. Before moving to the UK from the USA, Lynn was an award-winning (Emmy and National Press Club) broadcaster.



William Devine is Head of The Pipeline's Coaching Practice and is known for co-creating resilient solutions during constant change. He has experience of working across a wide range of sectors.



Jennifer Powell is an executive coach with 20 years' experience as a change and communication expert. She uses this understanding to help leaders be their best in complex and challenging environments.

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Kiran Gill - General Optical Council

I attended the summit at my CEO's recommendation. It changed my self-perception, and I am consequently being offered senior management positions that I thought were previously beyond me.

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Rachel Phillips - AON

It raised my awareness of the challenges that women and BAME women in particular face in advancing their careers. I have put the learning into action by making a conscious effort to promote the benefits of diversity and inclusion and by mentoring BAME staff to help them achieve their career goals.

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Chris Bones - Dean Emeritus, Henley Business School & Chair, Good Growth

People are the most important asset to an organisation but senior leaders and line managers hold the key to success. The Pipeline has identified this gap and created this effective intervention which can make all the difference to ensuring all talent belongs and excels.

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Juergen Maier CBE - Former CEO Siemens UK

If you believe, as I do, that talent is distributed evenly between the sexes and from people of all backgrounds, then we have to do better. The Pipeline's research and interventions are essential for all businesses that want to grow.

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Fees & additional information

The cost of this programme is £4,985 per person, which includes a three-day residential training programme in Central London, learning resources, reading material, meals and hospitality (excludes VAT and accommodation).

Recent Clients



GET IN TOUCH

To discuss your individual needs please call **Lorna Fitzsimons** or one of the The Pipeline team on **020 7636 9002** or email **lorna@excepipeline.com** Further information on The Pipeline and all our services can be found at **www.excepipeline.com**